

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: Borough of Haddon Heights County: Camden
Employee Organization: Haddon Heights P.B.A. Local #328 Employees in Unit: 13
Base Year Contract Term: 2011 New Contract Term 2012 - 2014
Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

| | Base Year - Total Costs (Last Year of Previous agreement) | | New Base Year - Total Costs (First Year of Successor agreement) | |
|--|--|---|--|---|
| | Column A | | Column D | |
| | Economic Inside Base Salary | Non-salary Economic Outside Base Salary | Economic Inside Base Salary | Non-salary Economic Outside Base Salary |
| Section III: Economic - Costs inside base salary | | | | |
| Salary | <u>915,789</u> | N/A | <u>922,428</u> | N/A |
| Increment | <u>0</u> | | <u>0</u> | |
| Longevity | <u>0</u> | | <u>0</u> | |
| Section IV: Additional Costs | | | | |
| List economic items, indicate either inside or outside base salary as agreed to between the parties. | | | | |
| Item Description | | | | |
| Item 1 | <u>Vacation</u> | <u>0</u> | | <u>0</u> |
| Item 2 | <u>Sick/Sell back</u> | <u>413,827</u> | | <u>19,000</u> |
| Item 3 | <u>Holiday</u> | <u>10,747</u> | | <u>12,500</u> |
| Item 4 | <u>Court</u> | <u>0</u> | | <u>0</u> |
| Item 5 | <u>Overtime</u> | <u>21,886</u> | | <u>16,646</u> |
| Item 6 | <u>Uniforms</u> | <u>3,061</u> | | <u>2,000</u> |
| Item 7 | <u>Comp. Time</u> | <u>0</u> | | <u>0</u> |
| Item 8 | <u>Education</u> | <u>14,786</u> | | <u>16,000</u> |
| Item 9 | <u>Leave</u> | <u>0</u> | | <u>0</u> |
| Any additional items list on separate sheet | Additional Items | | | |
| <u>Section V: Totals - Sum of totals in each column</u> | | <u>93,307</u> | | <u>66,146</u> |
| | | (Total Economic) Section III & IV | (Total Non-salary Economic) | (Total Economic) Section III & IV |
| | | | | (Total Non-salary Economic) |

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement)

2011

Effective Date (m/d/yyyy)

01/2012 01/2013 01/2014

Percent Increase

.725 2.00 2.00

Actual dollar increase

6,639 18,449 18,818

Total Economic Costs (successor agreement)

72,785 85,918* 87,636*

*Estimated

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement)

1.583

Dollar Impact (average per year over term of agreement)

14,635

Section VIII

| Medical Costs | Base Year | Year 1 | |
|------------------------------|--------------|---------------|------------------------------------|
| Cost of Health Plan | | | |
| Employee Contributions | <u>9,158</u> | <u>13,836</u> | <u>7BD*</u> |
| Prescription | | | <u>* Percentage of Premium</u> |
| Dental | | | |
| Vision | | | |

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by:

Jeffrey S. Kasko
Print Name
J. Kasko
Signature

Title: Acting C.F.O.

Date: 1 June 2012



STATE OF NEW JERSEY PUBLIC EMPLOYMENT RELATIONS COMMISSION

PO Box 429
TRENTON, NEW JERSEY 08625-0429

www.state.nj.us/perc

ADMINISTRATION/LEGAL
(609) 292-9830

CONCILIATION/ARBITRATION
(609) 292-9898

UNFAIR PRACTICE/REPRESENTATION
(609) 292-6780

For Courier Delivery
495 WEST STATE STREET
TRENTON, NEW JERSEY 08618

FAX: (609) 777-0089
EMAIL: mail@perc.state.nj.us

Notice to Public Employers - Public Sector Contracts

N.J.S.A. 34:13A-8.2 provides that "public employers shall file with the commission a copy of any contracts negotiated with public employee representatives following consummation of negotiations." This requirement applies to all public sector employers.

An electronic, **signed and dated** copy, complete with certification, along with a word processing version (Word, WordPerfect, etc) of all past and current contracts for each bargaining unit not listed on PERC's website must be e-mailed to contracts@perc.state.nj.us. Please refer to our website to review the contracts on file for your jurisdiction.

A listing, by employer, of available contracts for each bargaining unit is available on the PERC website Reference Page under Contracts by Unit.

Should no electronic version be available, a single sided, 8 ½ by 11 copy may be mailed to the agency PO Box. Contracts will **NOT** be accepted in booklet form. All contracts will be entered into our database and made available to the public through the Reference page of the Commission's web site, www.state.nj.us/perc.

Additionally, N.J.S.A. 34:13A-16.8(d)(2), effective January 1, 2011 requires all public employers to provide copies of completed contracts from all bargaining units within the employer's jurisdiction. The law also requires a **summary of all costs and their impact** associated with the negotiated agreement for all bargaining units.

N.J.S.A. 34:13A-16.8(d)(2) provides that,

"...PERC is required to post on its website **all collective negotiations agreements** and interest arbitration awards entered or awarded after the date of enactment including a summary of contract or arbitration award terms in a standard format developed by the Public Employment Relations Commission to facilitate comparisons. All collective negotiations agreements shall be submitted to PERC within 15 days of contract execution."

There are separate forms for "police & fire" and "non-police & non-fire" public sector collective bargaining agreements, i.e. state, county, municipal and education employees.

The non-police & non fire units' summary form highlights the negotiated costs associated with each unit, the costs for the new agreement and the estimated impact of the negotiated settlement.

The summary form for police and fire outlines the difference between economic and non-economic items reported in the previous agreement, details the increased items included in the newly negotiated agreement and the impact of those changes, pursuant to N.J.S.A. 34:13A-16.8(d)(2).

A summary form must be completed (and e-mailed to contracts@perc.state.nj.us) for any contract that begins on or after January 1, 2010 and settled, entered into or awarded after January 1, 2011. This request applies regardless if PERC has already received the contract.

Directions and sample forms are provided to assist in the completion of the requested summary forms. Please complete the **summary form and certification**, then submit an electronic, signed and dated copy of the form and certification along with a word processing version (Word, WordPerfect, etc) of all past and current contracts for each bargaining unit.

Thank you for your compliance with this statutory requirement. If you have any question regarding this letter or your obligation, please contact PERC at (609) 292-9898.